

Workforce Disability Equality Standard (WDES) Action Plan 2020/21

The following action plan has been developed following a review of the WDES data as at 31st March 2020 and the 2019 national NHS staff survey results. It has a direct link with our strategic objective of making this a great place to work and aligns with our trust vision and values.

WDES Indicator	Action	Responsibility	Timescale
1. Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers compared to the percentage of staff in the overall workforce.	<ul style="list-style-type: none"> Data collection campaign to improve disclosure rate for disabled staff and to reduce the number of null/not known categories on ESR. 	Workforce systems Trust communications	January 2021
4. Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: <ol style="list-style-type: none"> i. Patients/service users, their relatives or other members of the public. ii. Managers iii. Other colleagues 	<ul style="list-style-type: none"> Continue to promote the trust framework for the management and prevention of harassment and bullying. Promote further the support available to staff through the bullying and harassment advisors. Recruitment of bullying and harassment advisors with lived experience of disability/health issues. Continue to review and update the resources and support available for teams. 	HR Trust communications	Ongoing Ongoing Complete Ongoing

<p>5. Percentage of disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression and promotion.</p>	<ul style="list-style-type: none"> • Review the current recruitment and selection training offer to ensure that key equality messages are prominent. • Ensure that relevant policy and guidance are up to date and appropriate. 	<p>Recruitment</p> <p>Recruitment</p>	<p>December 2020</p> <p>March 2021</p>
<p>6. Percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.</p>	<ul style="list-style-type: none"> • Develop in partnership with the staff network a staff disability policy and disability passport for consultation with staff side. 	<p>HR/staff network/staff side</p>	<p>December 2020</p>
<p>7. Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.</p>	<ul style="list-style-type: none"> • Continue to support the ongoing development of the staff network, agreeing priorities and work plans as appropriate. • Engage with staff via the network to identify learning and associated actions arising from lived experience. 	<p>HR/staff network</p> <p>HR/staff network</p>	<p>Ongoing</p> <p>Ongoing</p>

<p>8. Percentage of disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work.</p>	<ul style="list-style-type: none"> • Develop in partnership with the staff network a staff disability policy and disability passport for consultation with staff side • Identify if any additional guidance or training is required following the implementation of the policy (next year) • Ensure that disabled staff via the staff network are fully engaged with accessibility audits and associated action plans. • An agreed programme of minor works as part of the trust estates plan to ensure accessibility. 	<p>HR/staff network/staff side</p> <p>HR/staff network/L&D</p> <p>HR/staff network/Estates</p> <p>HR/staff network/Estates</p>	<p>December 2020</p> <p>April 2021</p> <p>Complete</p> <p>Complete</p>
<p>9a&b. The staff engagement score for disabled staff compared to non-disabled staff and the overall engagement score for the organisation. Action taken by the organisation to facilitate the voices of disabled staff.</p>	<ul style="list-style-type: none"> • Continue to support the development of the staff network. • Identify and utilise opportunities to engage with disabled staff via the staff network. 	<p>HR</p> <p>HR/staff network</p>	<p>Ongoing</p> <p>Ongoing</p>